



# HQ Air Force Personnel Center

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## Enlisted Promotions Update

**26 May 04**  
**CMSgt Mark Billingsley**  
**Chief, Enlisted Promotions**  
**and Military Testing**

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# Overview

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- **Where we are**
- **Where we're going**
- **How we can improve**

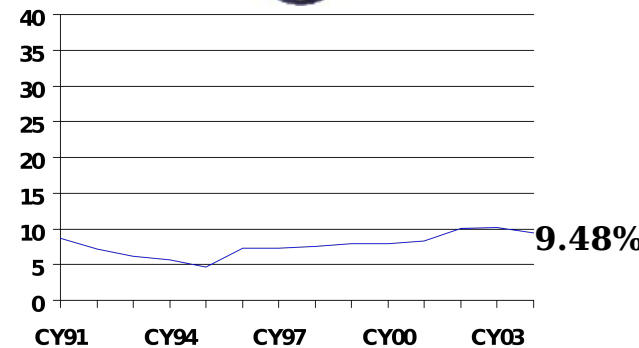
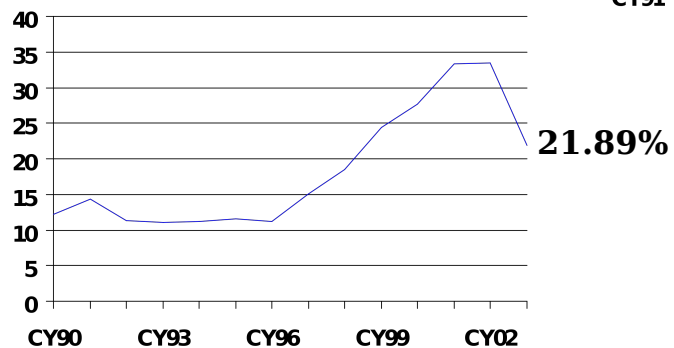
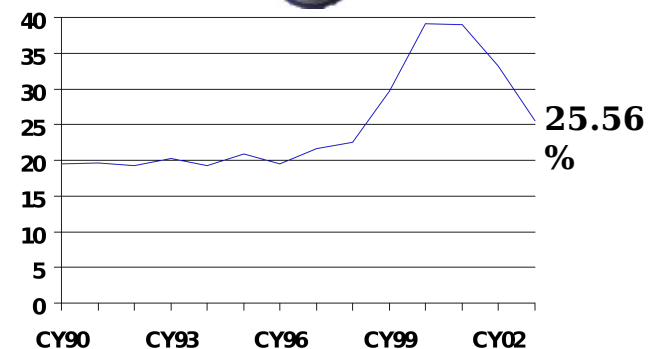
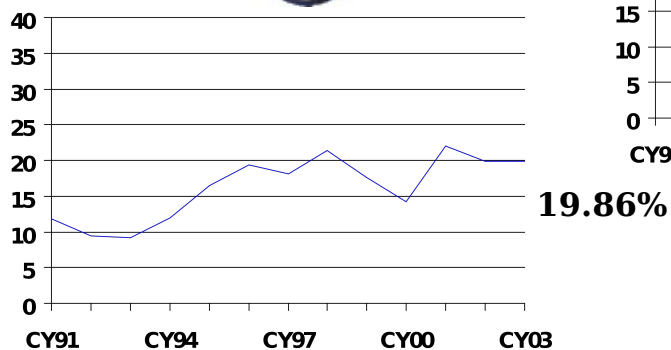
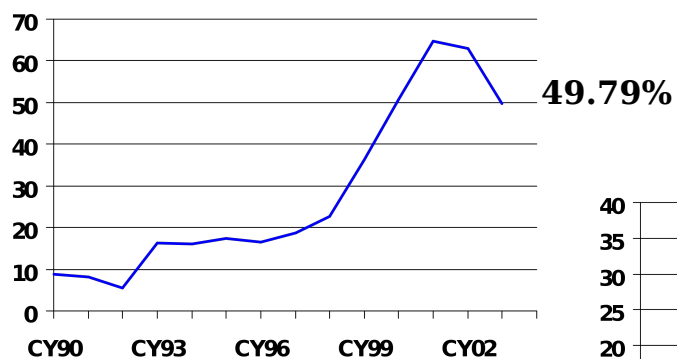
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**Where We  
Are**

# Enlisted Promotions - Where We Are

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# Promotion Rates – In Perspective

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## ✓ Current Rates

- SSgt 50%
- TSgt 22%
- MSgt 26%
- SMSgt 9.5%
- CMSgt 20%

## TOPCAP Targets

- SSgt 16% (+34%)
- TSgt 11% (+11%)
- MSgt 19% (+7%)
- SMSgt 6% (+3.5%)
- CMSgt 13% (+7%)

# Enlisted Promotions – Where We Are

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## **Now Available on the Web**

- DVR and WAPS score notice (vMPF)
- Cutoff Scores (Our Homepage)
- Air Force Averages (Our Homepage)
- Average Scores By AFSC (Our Homepage)
- Board Score Groupings (Our Homepage)

# Enlisted Promotions – Where We Are

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## **WAPS Information Retrieval System** **(WIRE)**

- Non-weighable reporting made easier
- Added promotion cycle test version listings
- Added display of incoming PCS to MPF listings and SSAN retrieval on gains
- Pull reports to track non-weighables/data errors

# Enlisted Promotions – Where We Are

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## **Late EPRs**

- Growing Problem
  - SMSgt Board
  - 2002: 96 Late Reports
  - 2003: 245 Late Reports
  - 2004: 249 Late Reports
  
- SMSgt and CMSgt boards
  - The “JIT” EPR Challenge
  - 10 days before board: 1300+ missing
  - 3 days before board: 650 missing
  - First day of board: 249 missing



# Enlisted Promotions – Where We Are

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## **Pay Related Problems**

- **Problem:** Erroneous Promotion Consummation
  - **Cause:** MPFs not placing promotion in withhold
  - **Solution:** Place the promotion in withhold if the recommendation letter from the immediate commander is not received prior to effective date of promotion
  
- **Problem:** 6 Yr Enlistees Projected Promotion not Consummating
  - **Cause:** Problems with initial update at BMT
  - **Solution:** Check Grade Status Reason GSR and change it
    - (1# whichever code applies)

# Enlisted Promotions – Where We Are

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## Pay Related Problems

- **Problem:** MilPDS erroneously promoting individuals after being demoted (i.e. Art 15 reduction, CM Reduction, Administrative Demotion)
  - **Cause:** New Systems Problem
  - **Solution:** After reducing grade in MilPDS, PES code must be changed to “N” effective date of demotion/expires when member becomes eligible for next higher grade

# Enlisted Promotions - Where We Are

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## **Pay Related Problems**

- **Problem:** E-2/E-3s Promotion not being projected
- **Cause:** System Error and AFRISS erroneous input
- **Solution:** If DOR/eff date is equal to EAD date, then open a CMS case

# Enlisted Promotions – Where We Are

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## **Case Management System**

- Time to fix:
  - Simple case (i.e. DOR only) – 1 Day – this update only applies to MilPDS
  - Grade/EFF Date – approximately 1 week (if not needing to refer to DFAS)
  - Grade/EFF Date – need to refer to DFAS (depends on when pay file is frozen and when DFAS takes action)

# Enlisted Promotions – Where We Are

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## **MilPDS Problems/Fixes**

- Added automatic projection to E-3 of 6 yr Enlistees implemented in Feb 2004 patch
- Requested fix to Unit SNCO Promotion Select/Nonselect List
  - Is displaying RNLTDs for folks with no assignments
- Arranged for monthly data load to correct missing PES, PES Eff Dt and Grade Status Reason
- Defected erroneous SrA projections based on faulty X-19 routine which was backdating promotion effective dates to equal TAFMSD
  - Estimated time of fix unknown

# Enlisted Promotions – Where We Are

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## Faulty Testing

### ■ ***Problem:***

- PFE administered doesn't match test requirements listed in the enlisted promotion file data base

### ■ ***Causes:***

- Common problem area is retrainees whose info is not updated in a timely manner
- Faulty testing also occurs when examinees who are ineligible or later become ineligible are administered tests  
Art 15, Referral EPR, Control Roster, etc
- DAFSC/CAFSC mismatches

# Enlisted Promotions – Where We Are

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## Faulty Testing

### ■ ***Solution:***

- Use WAPS Information Retrieval System (WIRE) prior to testing
  - Automated up-to-date computer data base lists test requirements and eligibility status
- Close coordination between MPF work centers
  - Special Actions – Art 15, Control Roster issues
  - Employments – CAFSC issues/effective dates
  - Base Training – Retraining/Upgrade issues
  - Reenlistments – RBA codes
  - Evaluations – Referral EPRs
  - Outbound Assignments – AAC codes

# Enlisted Promotions – Where We Are

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## **TCO/TE Training Class now available**

- Just completed first class of 16
  - Rave reviews from attendees
  - Pre/Post test showed knowledge improvement
- Next class 27 – 30 Jul 04 at AFPC
  - Contact your MAJCOM TCO for scheduling



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**Where We're Going**

# Enlisted Promotions – Where We're Going

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## Change SMSgt Testing Cycle

- Move from Jan to early Dec (6 – 17)
  - Provides better management for TCOs
  - Allows better catch of deploying folks
  - Gets testing out of the way before holidays
  - Reduces Non-Weighables - - MAJCOMs agree
  - Prevents PES Code M & P records from being scored at the board

# Enlisted Promotions – Where We’re Going

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## **Zulu Hour Promotion Release**

- Recommended during WWPC
  - Survey split vote 60/40 but prepares for web release
- Public release simultaneous across Air Force
- Both original select runs and SNCO Supplemental Boards

GMT ZULU	ATL	EST	CST	MST	PST	ALASK A	HAWAII	EUROP E	MIDDL E EAST	WEST PAC
1400Z	1000	0900	0800	0700	0600	0500	0400	1500	1700	2300

• Release occurs at 1400Z

# Enlisted Promotions – Where We're Going

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## **SMSgt/CMSgt Promotion Video**

- Coming soon!
- Goal to have available for Senior NCO Orientation
- Distributed to Wing/DPM/CCC/PA, MAJCOM/DP/CCC/PA, NCOAs/SNCOA, AF/CCC

# Enlisted Promotions – Where We're Going

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## **Update of AFIs**

- AFI 36-2502, *Airman Promotion Program*
- AFI 36-2503, *Administrative Demotion of Airmen*
- Rewrite and combine into one AFI
- Projected completion date: Dec 04

# Enlisted Promotions – Where We're Going

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- SSgt Testing: May 04
- TSgt/MSgt Release: 24 Jun 04
- SSgt Release: Mid/Late - Aug 04
- SNCO Supplemental Board: 23 - 27 Aug 04
- CMSgt Testing: 7 - 10 Sep 04
- CMSgt Evaluation Board: 12 - 22 Oct 04
- CMSgt Release: Mid Nov 04
- SMSgt Testing: 6 - 17 Dec 04

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**How Can We  
Improve?**

# TO CONTACT US

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